



The Intake

132d Fighter Wing, Des Moines, IA

COMMAND COMMENTARY

Conversion Placement Success Continues, Toughest Challenge Ahead!

By Col. Randy Greenwood

Commander, 132d Mission Support Group



Col DeHaes continues to reiterate transparency and standardization of all mission and personnel actions pertaining to conversion efforts. TAG and Commanders directive is 100% placement of displaced Full Time and DSG personnel considering best fit for member, mission, and training that fits member's career status. As we approach 14 months in conversion and placement efforts, the remaining 20% of both Full Time and DSG placement coordination will change from selective to more directive with a goal to get all DSG personnel placed prior to the Volk Field AT. Transition Flight Personnel that either can't or won't retrain will be placed in a Detail Flight with a specific separation date or transition strategy. This will be determined case by case during career counsel.

The Conversion Personnel and Training Team planned and participated in the successful Transition Flight Placement Program held during February UTA. This event involved Commanders, Subject Matter Experts (SMEs) and FSS personnel with the intent to bring members together with available positions. The Rule of Engagement (ROE) was to gather names of interested, qualified personnel and connect them with Units for final assessment and potential offer at a later date. It was determined late in planning to include the Cyber Operations positions that have been identified for immediate posting, which make up 24 of the 63 total DSG positions. Some of these 24 positions were offered during February UTA, but will not prevent other personnel from consideration for these AFSC's. Each Cyber Operations AFSC offered over the February UTA will be posted in March for all interested persons to apply. Watch for postings in the Conversion Distribution area, SharePoint site and the 132d FW Public Web Site. These names will be added to the list of those from February and used to determine a method of placement into the AFSC's where there are available positions.

In addition, enlisted to officer positions will be available soon. All qualified applicants are highly encouraged to apply in accordance with 132 FWI 36-03, Officer Selection Process. This includes the "Enlisted Guide to Becoming an Officer in the ANG" and an application to the selecting organization. To date, we have 41 prequalified enlisted to officer packets vetted thru the Recruiting Office. Be proactive and ready for that next opportunity!

Observations, Feedback, Rumor Control:

- 6 month extensions. This is NOT an attempt to drive separations at next ETS. This was established to ensure periodic and deliberate counseling continues, and to avoid DSG's reaching sanctuary without a valid transition plan. This is flexible and will be managed with selective retention requirements and case by case needs.

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COMMAND COMMENTARY

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-Transition Flight "Island of Misfits", we hope this is part of our wonderful sense of humor and cannot stress enough how important each and every one of you are to our team. We will do everything in our power to keep everyone in uniform to complete their career goals. While not much consolation today, know there will be a position offered to every DSG's, and creative, out of the box FT placement options continue to be explored. The intent is to get personnel gained in an organization that is fully staffed and resourced to manage people and mission, and help them with further career needs.

The Wing should be extremely proud of our accomplishments this past year. Entering conversion, we predicted both a Full Time RIF requirement and military end strength well below 80%. Today, we are at 87% placement full time and expect to complete 100% placement through reshape. Militarily, recruiting and retention and UMD reset in April are projected to offset projected losses to maintain end strength well above 80%. This no doubt will become the standard in the ANG for conversion success. This can only happen through professionalism and team work. Thanks to everyone for your professionalism and wingmanship as we continue to transition and retrain in to these exciting new missions!



Col Randy Greenwood
Commander, 132d Mission Support Group

JOB OPPORTUNITIES



124th ATKS URT Application



Who Can Apply:

***** Current on Board Fulltime 132FW Members interested in a DSG RPA Pilot Position*****

To apply, applicant must meet the following minimum requirements:

1. Four year college degree (Bachelors) *By May 30th 2014*
2. GPA of at least 2.1
3. AFOQT scores of: Pilot - 25, Navigator - 10, Academic Aptitude - No Minimum, Verbal - 15, Quantitative - 10
4. Test of Basic Aviation Skills (TBAS) results
5. Enter flying training before (32 years of age if currently in military, 30 years of age non-prior service)
6. Physically able to pass the Flying Class 1 physical
7. United States Citizen
8. Capable of obtaining & maintaining a Top Secret security clearance (primarily clean criminal record, financial record (not too much debt), driving record, no substance abuse, etc.)
9. Selectee will be required to attend training for AFSC 18X

Pilot Training application must consist of:

1. Cover letter
2. Resume consisting of a chronological statement of military/civilian experience & education
3. Transcripts of all college work
4. Minimum of 3 letters of recommendation
5. AFOQT test scores
6. Test of Basic Aviation Skills (TBAS) results

Timeline:

*URT application due into the 124th Attack Squadron no later than Friday February 22, 2014

*The most qualified applicants will be eligible for an interview.

*The URT interview board will be held on Saturday March 1, 2014

Please scan your complete application and email it to Lt Col Todd Miller at todd.miller.4@ang.af.mil
Contact Lt Col Travis (Lloyd) Cawmer at travis.cawmer@ang.af.mil with questions.



MUSTACHE MARCH

Wing Unity



Who's With Us!



ORLANDO — Mustache March is right around the corner. And this year, Air Force Chief of Staff Gen. Mark Welsh is issuing a challenge to the entire service.

"I don't think we've ever had an all-in Mustache March, have we?" Welsh said during his Feb. 20 address to the Air Force Association's Air Warfare Symposium. "I'm putting the smack-down on you guys. Air Force-wide Mustache March, MAJCOM competitions."

Welsh prefaced his challenge by showing two humorously-doctored photos of himself

— one with a regular mustache and another with an outrageously drooping 'stache. But airmen shouldn't even dream of using such Photoshop chicanery, he said.

"We'll check the imagery, to make sure it hasn't been doctored," Welsh said.

Mustache March is an Air Force tradition in honor of three-time ace pilot Brig. Gen. Robin Olds. The legendary pilot sported an equally legendary mustache — extravagantly waxed, grown in flagrant defiance of military regulations, and said to be "bulletproof." As the excellent site "Badass of the Week" noted, Olds' trademark handlebar even has its own chapter on his Wikipedia page.

The details of this year's contest appeared to be somewhat in flux. After Air Force leaders have chosen the winning soup strainer, Welsh said, "I'll figure out a way to honor him."

While a mustache competition is, by its nature, a guy's contest, Welsh said that "the women in our Air Force have a

critical role to play here."

"Their job is to ridicule us nonstop about the idiotic look that these mustaches will have on most of us, as we try to look like Tom Selleck and end up looking like a three-haired mole," he said. "Fight's on."

Posted by Stephen Losey from the [Air Force Times](#)



CHAPLAIN'S CORNER

The World Deserves Your Best

By 1st Lt Tony Davy

132nd Fighter Wing Chaplain

Catholic Mass – Saturday UTA @ 1500

Protestant Worship – Sunday UTA @ 1100



In our current society, we talk of excellence and the importance of everyone giving his/her best because it adds to the whole, insomuch that the math simply doesn't add up. Where are you and I in this? Are we giving our best? Why should we? What does it matter anyway?

Most of us are familiar with the popular line from Spider-Man: Uncle Ben says to Peter Parker, "With great power, comes great responsibility". I think most people would accept that to be a good statement of principle. I would like to take it a step further. This is actually a highly spiritual (religious, if you will) concept. The exhortation to give your best and be excellent is in most of the major religions of the world. Islam repeatedly instructs its adherents to "excel others". The Judeo-Christian community has several examples from which I will cite.

In one of the books of wisdom found in the Bible, Ecclesiastes 9:10, we are admonished with the following: "Whatsoever thy hand findeth to do, do it with thy might". In other words, be excellent. Our excellence inspires others to be excellent and to give their best because they have witnessed us doing it – often when we don't feel like it. We all win, individually and organizationally, when everyone offers their best effort. There are no lulls in performance. Morale stays high because of the mission and our faith that our brothers and sisters are simultaneously giving their all as well.

The real challenge comes from the parable of the talents from Matthew 25. Three separate servants are given 10, 5, and 1 unit, respectively to invest for their boss. The two servants who were given the most doubled their money and received the praise of their boss. He told them that because they had been faithful (excellent) in a few things, he would make them ruler over much.

Conversely, the servant who received 1 didn't do ANYTHING with his. The boss was very angry and took the 1 and gave it to the servant who had received 10. Our lives have great meaning and purpose, regardless of what value we think they have. Give your best and it will beget greater yet – as it inspires greatness in others. I'll leave this with you following: Good, better, best – I will never rest until my GOOD is BETTER and my BETTER is BEST!!!

In His service,
Ch (1st Lt) Tony Davy

PEOPLE

Moving On

SMS	PIAZZA, JOYCE M	OSF	1-Feb-14
MSG	HEDGECK, JACOB C	SFS	28-Feb-14
MSG	VANHAAFTEN, DAVID M	LRS	28-Feb-14
TSG	HARMS, AMY J	MDG	1-Feb-14
TSG	SARGENT, GARY A	TRNS FLT	23-Feb-14
SSG	DUFFY, TROY J	TRNS FLT	28-Feb-14
SSG	LEMASTERS, KYLE D	TRNS FLT	27-Feb-14

Moving In

MAJ	NUNN, ZACHARY M	DTOC	8-Feb-14
A1C	BRAACK, MORGAN L	FSS	5-Feb-14
A1C	GADBAW, CODY M	FSS	8-Feb-14
A1C	UMPHLEET, MATTHEW M	SFS	6-Feb-14
A1C	UTHE, CHARLES D	ISRG	19-Feb-14
AB	ANDERSON, GARRET M	ISRG	13-Feb-14

Promotions

Richards, Geoffery S.	E-8	15-Feb-14
France, Jacob C.	E-7	15-Feb-14
Ploeger, Stephanie K.	E-7	1-Mar-14
Kauffman, Zachary	E-6	1-Feb-14
Thompson, William R.	E-6	15-Feb-14
Horn, Shawne M. B.	E-5	15-Feb-14
Maher, Francis M.	E-5	1-Mar-14
Aslesen, Benjamin J.	E-4	1-Mar-14
Bergen, Jonas P.	E-4	15-Feb-14

MENTAL HEALTH & WELLNESS

Winter Complaints

By David N. Brown Ph.D., LMFT

Wing Director of Psychological Health



Over the past month, I continue to hear complaints about our winter weather - the snow, the cold, the shoveling, the ice, not being about to get outside, and on and on. Fortunately, Spring is just around the corner. However, if this winter is just getting you down, here are some things to do.

- Make your environment sunnier and brighter. Open up blinds and drapes.
- Regular aerobic exercise three times a week.
- Get outside. Go snow shoeing.
- Get appropriate amount of sleep each night (7 to 8 hours).
- Spend more time with family and friends.
- Relaxation. Get a massage. Do a hobby. Take a day off just for you.
- Omega-3 fatty acid (fish oil) supplements seem to help as well – 1 gram a day.
- Exposure to full-spectrum bright light from specialized light therapy box.
- Take a vacation to someplace warm – though I'm not sure that attending tech school in a warmer climates counts.

Again, these are some of the things we can do to help pass the time until Spring really arrives. For further information or assistance, please contact David Brown, Director of Psychological Health can be contacted at 515-306-8015 or at david.brown.ctr@ang.af.mil.



WHAT'S FOR LUNCH?

Saturday		Sunday	
8-Feb		9-Feb	
1100-1300		1030-1230	
Saturday Main Line	Saturday Short Line	Sunday Main Line	Sunday Short Line
Honey Glazed Quarter Chicken Pot Roast	Fin & Feather Basket	Chicken Fettuccini Shepherd's Pie	Reuben
Mash Potatoes w/Gravy	Skinny Fries	Peas / Carrots	Steak Fries
Mixed Vegetables	Cookies	Garlic Bread Sticks	Cole Slaw
Green Beans w/ Mushrooms		White Cake w/Frosting	White Cake w/ Frosting
Cheddar Garlic Biscuits			
Cookies			
Entrée comes with side , dessert, salad bar and beverage. Non-AGR Enlisted meals are at no cost. Officer/AGR/Civilian meal cost is \$4.60.			

HUMAN RESOURCE

Who Am I?

By SMSgt Darin Felt

132nd Human Resource Advisor

I would like to take this time to introduce myself. I am SMSgt Darin Felt and I am honored to be your new Human Resource Advisor (HRA).

I am proud that I have been with the 132nd Fighter Wing for twenty seven years serving in AMMO the entire time. I am fortunate to have served with my father who retired from the unit in 2004 and my son who is also currently in the unit. I have deployed in nine of the ten AEF cycles our unit supported as well as many inspections we have endured. This has given me first-hand experience in the vast knowledge and skill sets that each individual has to offer. I am honored to be a part of this team.

As we transition into the new mission, I believe the core values and culture this unit has to offer will align us for a successful future. I will be working for all of the Airmen of our unit. My mission is to listen to all questions and concerns that each and every one of you may have. As we proceed through our remission we need to work together to help each member and their family get to our next phase of establishing mission readiness. This is going to require some sincere teamwork. I would like to encourage everyone to be a team mate and not just a team member.

I have a commitment to the commander to both relay any concerns you may have for him and for me to help educate whatever message or direction he intends to take our unit. My goals are to enhance leadership skills, team building skills, and a healthy unit to include physical, mental, and family fitness. I believe we are able to help others thrive when we have our own life in order. Opportunities don't last forever so let's have ourselves ready to capture these moments as they arise. I want everyone to come to work with a clear head and leave the gate each day in the same manner. Working together and watching out for our fellow Airmen I am confident we will accomplish these goals.

As your new Human Resource Advisor, I look forward to working with each and every one of you. Please feel free to contact me at 515-261-8277 or via email at Darin.Felt@ang.af.mil.



LEGAL BRIEFS

USEARRA and Your Reemployment Rights

By MSgt Jacob C. France

132nd Fighter Wing / JA



The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA, 38 U.S.C. §§ 4301 – 4335) is a Federal law that establishes the rights and responsibilities for member of the National Guard and Reserves and their civilian employers. It is intended to ensure that persons who serve of have served in the Armed Forces: (1) are not disadvantaged in their civilian careers because of their service; (2) are promptly reemployed in their civilian jobs upon return from duty; and (3) are not discriminated against in employment based on past, present, or future military service.

You have the right to be reemployed in your civilian job if you leave that job to perform military service. To be reemployed you must: ensure that your employer receives advanced written or verbal notice of your service, return to work or apply for reemployment in a timely manner after conclusion of service, and have not been separated from service with a disqualifying discharge. If you have been on active duty for 31-180 days, you must report back to work or apply for reemployment within 14 days following completion of service. If you have been on active duty for more than 180 day, you must report back or apply for reemployment within 90 days following completion of service.

When you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents. Even if you don't elect to continue coverage during your service, you have the right to be reinstated in your employer's health plan when you are reemployed.

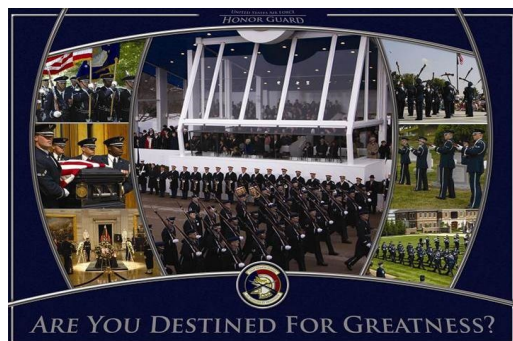
The Employer Support of the Guard and Reserve serves as a proactive liaison between military leaders and employers to address issues and develop solutions to problems that arise because of employee participation in the National Guard. An ESGR Ombudsman will provide you with information, confidential counseling and neutral mediation. There is no charge for any of these services.

If you have concerns with you reemployment, contact the base legal office at 261-8270 or the Iowa Committee for ESGR at 1-800-294-6607 ext. 4192, ext. 2757, or ext. 2742 or visit <http://www.esgr.mil/contact/local-state-pages/iowa.aspx>.

BASE HONOR GUARD

Have you ever thought about being a part of the Base Honor Guard?

Well, that opportunity is here. The 132nd Base Honor Guard is looking for some exceptional individuals to be a part of the team. If selected, you would train to participate in full-honors and retirement funerals to possibly include: a bugle player, firing party member, the colors team, or in flag folding ceremonies. You would receive an honor or guard ceremonial dress uniform at no cost to you. You have the opportunity to be paid for any ceremony or other detail depending upon your military status. You can do as few as one detail a year or as many as you would have time for. It is a very rewarding part time job and the civic reward is unmatched.



We want to show everyone what we do, watch us train in the east hangar on Saturday, 1 March from 1300-1600. We encourage you to bring questions you may have about the honor guard. You can also contact Capt. Robert Martinez at 261-8321 or SMSgt Rick Gates at 261-8070.

FAMILY READINESS

Upcoming Opportunities for Military Families

By Shalee Torrence

132nd Fighter Wing Family Readiness



Department of Labor Employment Readiness Workshop

A career and professional readiness workshop, developed under the Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011, will be held at Camp Dodge on March 28, 2014 through April 2, 2014. This workshop is open to Service Members & their Spouses at no cost and is highly encouraged for Service Members who are approaching retirement, separating from active duty orders, transitioning, looking for civilian employment or simply wanting to build his/her employability skills.

At the workshop, you can expect to:

- Build an effective resume, or update your existing one
- Learn effective job search techniques
- Develop your career and individual transition plan
- Gain successful interviewing skills and practice
- Learn the federal hiring process and programs for federal employment
- Discover networking and social media tools in searching for jobs

If you have questions or would like to attend please contact TSgt. Sanders, Family Readiness Assistant, at 261-8787 or email Samantha.sanders@ang.af.mil NLT March 21, 2014. The training location address at Camp Dodge and the agenda will be emailed upon registration.

Celebrating Military Children at the Capitol

April is the "Month of the Military Child" and the Governor will be signing a proclamation in recognition of the month of the military child and to officially create April 15th as "Purple Up" day in the state of Iowa to show appreciation and honor for all military children. Across the state of Iowa, everyone will be invited to wear purple on April 15th to show their support. The proclamation signing will be at the state capital on Thursday, April 3, 2014 at 1:30pm. We are looking for Air National Guard members with children to participate in this event. Capitol tours and refreshments will also be provided. If you are interested in attending please contact me at 515-261-8786 or email shalee.torrence@ang.af.mil.

In support of the Month of the Military Child "Purple Up" shirts are for sale through the 132d Wingman Support Team (WST). If you are interested in purchasing one of these shirts please contact Abby Stickel at

stickel.abby@hotmail.com. Orders will not be accepted after March 7th.



Integrity first
Service before self
Excellence in all we do

COMMUNITY ACTIVITIES

**132nd Fighter Wing Family Readiness Group
Sponsored by the Wingman Support Team**

Easter Egg Hunt

Saturday April 5th

Please arrive at 1:45PM & kick off will be at 2:00PM

132nd FW Lawn Area outside of Bldg. 110

Please bring your own basket or goodie bag!

All ages are welcome to attend.

We will have designated areas for age groups 12 months thru 12 yrs.

Crafts and refreshments will be provided following the hunt!

Remember you must have a valid military ID to enter the base. If you do not, please contact your Airman and ask them to sponsor you onto the installation.

" Celebrating Month of the Military Child"

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**DES MOINES
EXCHANGE**

**You asked...
and we *listened!***

**Expanded hours,
better service!**



New Des Moines Exchange Hours Starting January 6th, 2014

Monday.....	1000 - 1400
Tuesday.....	0900 - 1500
Wednesday.....	0900 - 1500
Thursday.....	0900 - 1500
Friday.....	0900 - 1500
Saturday.....	Closed
Sunday.....	Closed

EXCHANGE

COMMUNITY ACTIVITIES

Date: 3.13.2014

Thursday

Time: 5:30 to

7:30pm

Place: Pool

Pavilion

CITIZENSHIP LEADERSHIP SERVICE

B Troop 1-113 Cav

Presents

Monthly Military Family Connections



Future
Dates

April
26-27th
May 8th
June 12th
July 10th

March's MMFC revolves around the citizenship and leadership. This event for military families will provide parents a opportunity to model serving others.

As always, we will be enjoying a meal together. So make sure you bring your favorite side dish for the meal. Hope to see you there.

RSVP Appreciated-Open House Format



Stan Stout
Lead Child & Youth Program
Coordinator
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